



JOHNNAJOHNSON & Co.

Managing Yourself during Times of Change

Designed exclusively for the Idaho Summer Institute of Best Practices

June 2009

Our mission is to enhance your performance, increase your value and create the results you need to be a success through providing uncommon inspiration, education and tool for remarkable transformation!

Agenda for Today's Session

- Welcome & Introductions
- Our Changing Lives
- Elements of Excellence
- Defining Change
- Circle of Control
- Phases of Change
- Create an Action Plan
- Have fun! 😊



Our Changing Lives

To get the most out of this session, please take a moment to identify some of the changes (no matter how in/significant) you are experiencing:

Professional Changes: _____

Organizational Changes: _____

Personal Changes: _____

Assessing the Situation:

What do you *think* about these changes? _____

How do you *feel* about these changes? _____



“Do not go where the path may lead, go instead, where there is no path and leave a trail.”

Ralph Waldo Emerson

Our Changing Lives: Individual Activity

Creating a time line for your life, identify five significant changes in your personal life. (Examples may include birth, death, marriage, divorce, starting or closing a business, financial success or bankruptcy, new job, fired from a job, lost a job, graduated from high school/college, built a home, moved, fire, flood, vacation, relationships....)

Birth

Today

Group Activity:

What made the changes above difficult? _____

What was the key to your success? _____

How did you feel before, during and after the changes? _____

How were the other changes going on around you affecting you ability to deal with the changes? _____

Defining “Change”

What is change?_____

Webster's definition:_____

What does change *feel* like?_____

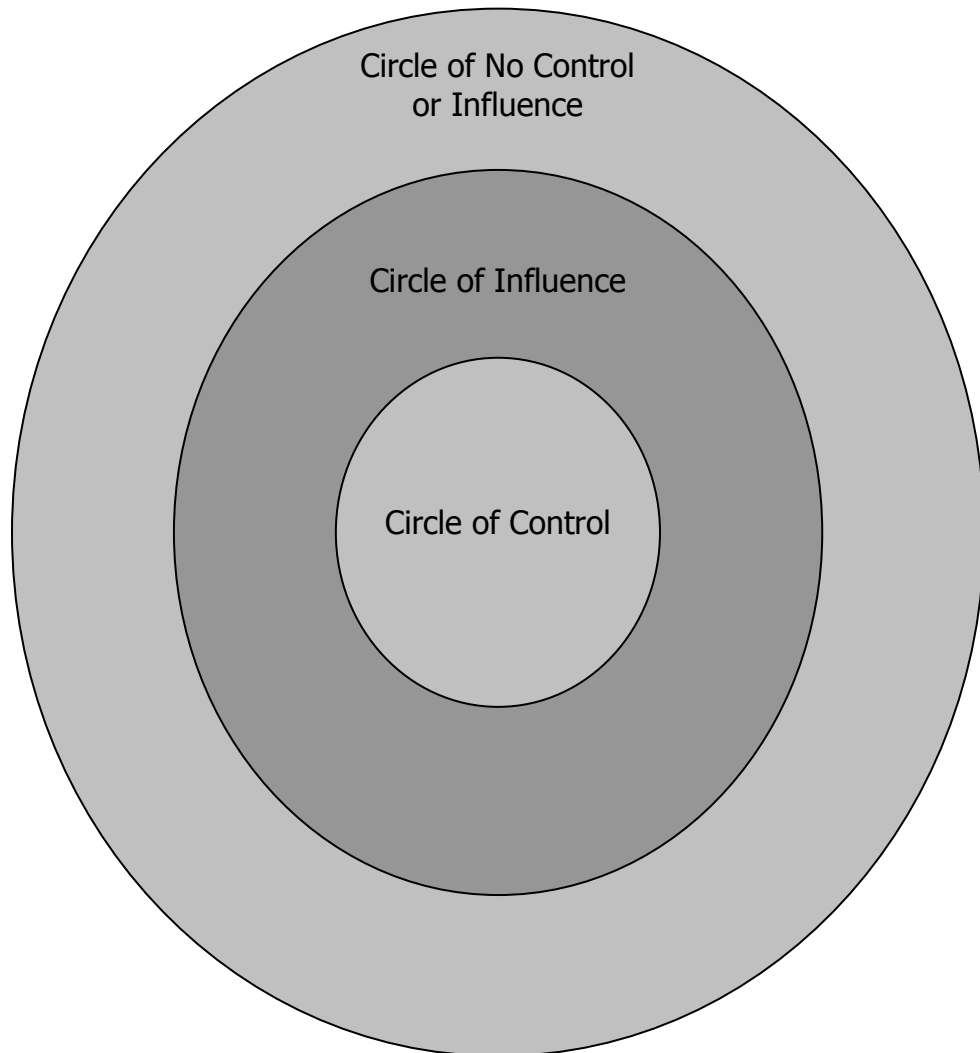
What is the pace, or rate, of change in today's world?_____

How does change affect you?_____

What are some stress signals of change?_____



Circle of Control & Influence



“To improve is to change; to be perfect is to change often. “

Winston Churchill

The Experience of Change

While each person's journey is different, there are two common elements in the transition of change:

1. Shifting from _____ to _____.
2. Shifting from _____ to _____.



The Four Phases of Change

Phase 1: _____

Phase 2: _____

Phase 3: _____

Phase 4: _____

Phase One: Denial

Indicators/Behaviors of Denial:

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Powerful questions that help us move through Denial:

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Strategies to implement to help us move through Denial:

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Phase Two: Resistance

Indicators/Behaviors of Resistance:

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Powerful questions that help us move through Resistance:

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Strategies to implement to help us move through Resistance:

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Phase Three: Exploration

Indicators/Behaviors of Exploration:

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Powerful questions that help us move through Exploration:

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Strategies to implement to help us move through Exploration:

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Phase Four: Commitment!

Indicators/Behaviors of Commitment:

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Powerful questions that solidify our commitment:

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Strategies to implement to solidify our commitment:

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The Four Phase Review:

- 1.
- 2.
- 3.
- 4.

How do the “**elements of excellence**” play a role in change?

Ambition: _____

Attitude: _____

Action: _____



Group Activity & Discussion

What phase are you in? _____

What are your thoughts/feelings/ideas? _____

What strategies will you implement to get through or commit to this phase?

As a group, what epiphanies did you discover? _____

Your Personal Action Plan

What single most valuable thing will you be taking away from today? _____

How will you apply that to your organization as a whole? _____

How will you apply that to your team? _____

How will you apply that to yourself? _____



We love to hear about your success stories! Please let us know how your action plans are developing by e-mailing us at Johnna@johnnajohnson.com. In addition, we'd love you to sign up for our free weekly e-tips, free quarterly newsletters, articles and much more! Visit online at www.JohnnaJohnson.com and subscribe today!

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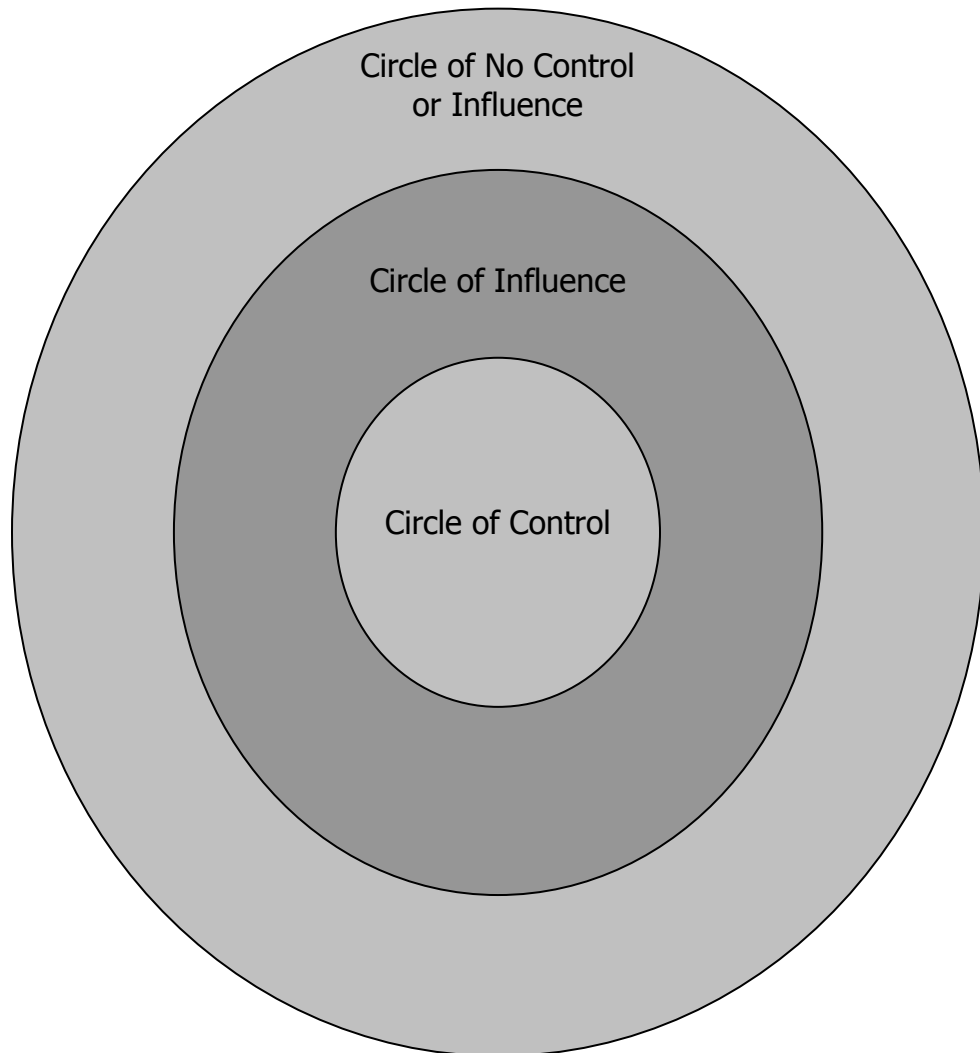
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Phase One: Denial

Indicators/Behaviors of Denial:

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Powerful questions that help us move through Denial:

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Strategies to implement to help us move through Denial:

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Phase Two: Resistance

Indicators/Behaviors of Resistance:

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Powerful questions that help us move through Resistance:

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Strategies to implement to help us move through Resistance:

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Phase Three: Exploration

Indicators/Behaviors of Exploration:

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Powerful questions that help us move through Exploration:

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Strategies to implement to help us move through Exploration:

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Phase Four: Commitment!

Indicators/Behaviors of Commitment:

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Powerful questions that solidify our commitment:

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Strategies to implement to solidify our commitment:

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The Four Phase Review:

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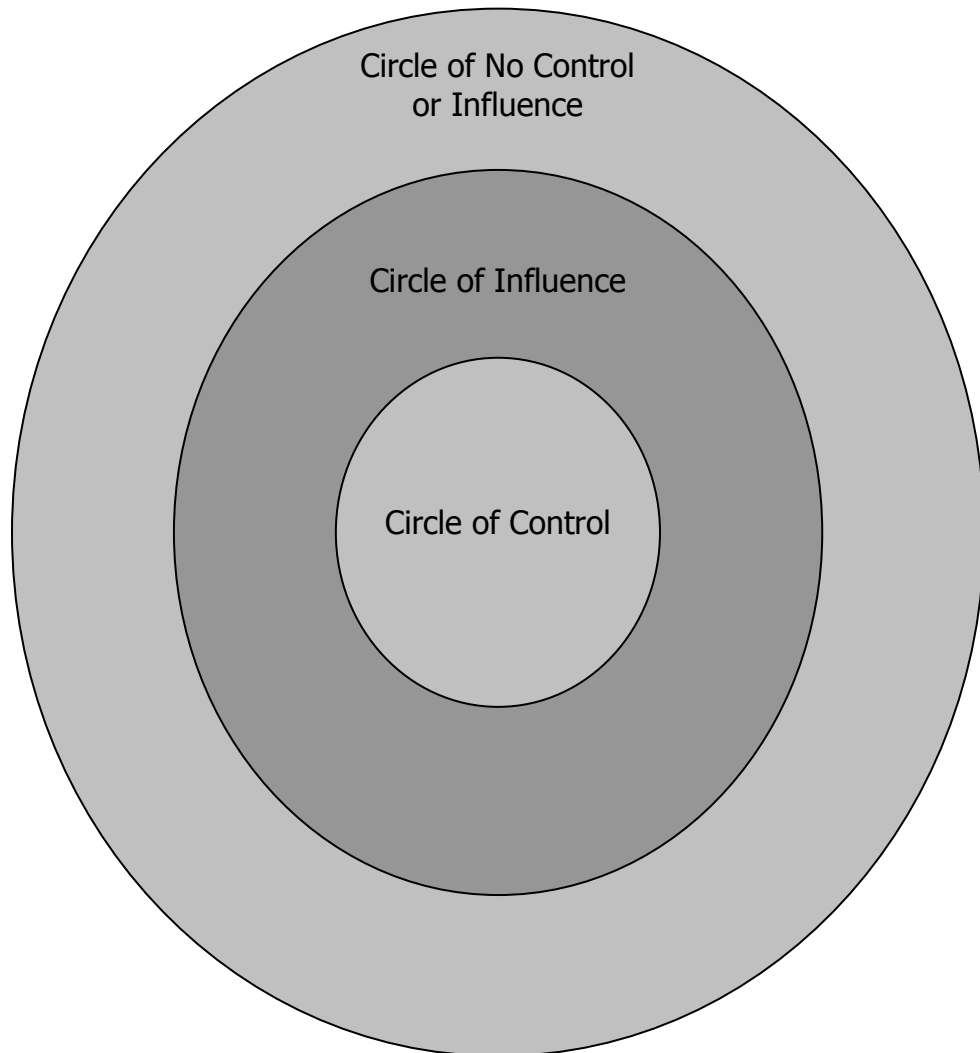
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Strategies to implement to help us move through Denial:

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Powerful questions that help us move through Resistance:

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Strategies to implement to help us move through Resistance:

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Powerful questions that help us move through Exploration:

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Strategies to implement to help us move through Exploration:

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Phase Four: Commitment!

Indicators/Behaviors of Commitment:

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Powerful questions that solidify our commitment:

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Strategies to implement to solidify our commitment:

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